

Report to the Teamsters
27th International Convention

by the

Resolutions Committee



TEAMSTERS
MOVING **FORWARD** TOGETHER

Las Vegas, Nevada
June 26 – June 30, 2006

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REPORT TO THE TEAMSTERS 27TH INTERNATIONAL CONVENTION BY THE RESOLUTIONS COMMITTEE

The Resolutions Committee of the 27th International Convention submits the following resolutions with our recommendation. More than fifty (50) proposed resolutions were submitted to this Committee from Teamster members, Local Unions, Joint Councils, and International Departments. Each resolution submitted was carefully studied and debated by the Committee. When appropriate, resolutions were consolidated with other similar submissions as well as referred to other Convention Committees for input prior to final action by the Resolutions Committee. As this Report demonstrates, this Convention will consider resolutions on key issues and matters of concern to Teamsters and their families. The Resolutions Committee wishes to express its thanks for the time and effort of all those who submitted resolutions to the Committee and participated in this important process.

FIGHTING SMART: STRONG CONTRACTS TO SET INDUSTRY STANDARDS

WHEREAS, the rapid consolidation and globalization of industries makes it more challenging for workers to exercise power; and

WHEREAS, management has become increasingly sophisticated in its attempts to keep wages low and benefits meager; and

WHEREAS, the ability to solve problems by workplace action has been limited by anti-worker politicians; and

WHEREAS, the ultimate weapon of organized labor – the strike – is increasingly hard to exercise, as employers are more eager to hire replacement workers; and

WHEREAS, the challenge for the Teamsters Union and all of organized labor is to raise living standards through contracts that set industry standards; and

WHEREAS, strong contracts and control over labor markets are often the most potent way to attract new members to the Teamsters; and

WHEREAS, winning strong contract standards often requires non-traditional, comprehensive tactics, such as strategic targeting, public relations, well-planned community outreach, corporate campaigns and intimate knowledge of employers and industries; and

WHEREAS, the Teamster divisions have specialized knowledge of Teamster industries and coordinate activities among local unions in similar industries; and

WHEREAS, contract fights are some of the most effective opportunities to engage members,

NOW, THEREFORE, BE IT RESOLVED, that negotiating teams take the fight for strong contracts outside of the workplace and use the media and community to strategically engage employers during contract and organizing fights; and

BE IT FURTHER RESOLVED, that local unions coordinate bargaining through relevant trade divisions and joint councils to set industry standard contracts, as well as to seek support from the Strategic Research and Campaign Department; and

FINALLY, BE IT RESOLVED, that local unions, joint councils, and trade divisions coordinate their organizing and bargaining so as to increase union density that leads to strong industry and area standards.

BARGAINING TO ORGANIZE

WHEREAS, Teamster skill at the bargaining table is widely and justifiably renowned; and

WHEREAS, that skill has been successfully employed to bargain for organizing rights for residual and other units in already organized companies, as was done at USF Bestway, UPS Menlo and various casinos; and

WHEREAS, using bargaining power to win organizing rights can achieve still more strength for future contracts; and

WHEREAS, bargaining for employer neutrality and alternative recognition processes such as card checks can be the most effective way to overcome employer hostility to new organizing; and

WHEREAS, the ability to bargain for organizing rights is dependent on researching and exploiting all of the union's relationships with the employer as well as common contract expiration dates across locals;

NOW, THEREFORE, BE IT RESOLVED, that this twenty-seventh convention of the International Brotherhood of Teamsters strongly encourages all local unions and negotiating teams to demand organizing rights at the bargaining table wherever appropriate; and

BE IT FURTHER RESOLVED, that local unions and negotiating teams should leverage their power with Teamster employers, and should coordinate to ensure that they have common expiration dates with common employers; and

BE IT FURTHER RESOLVED, that the Teamsters encourage all local unions, officers and joint councils to educate members about the benefits of bargaining to organize and seeking neutrality agreements and card check recognition when employers undermine workers' right to organize.

CAPITAL STRATEGIES

WHEREAS, the International Brotherhood of Teamsters and Teamster affiliated funds collectively hold more than \$100 billion in assets; and

WHEREAS, Teamster assets comprise approximately 25% of all Taft-Hartley investments in the U.S. capital markets; and

WHEREAS, the performance and behavior of the companies in which we invest directly impact the long-term interests and retirement security of Teamster members, retirees, and benefit funds; and

WHEREAS, corporate misconduct and extravagance such as excessive executive compensation practices, ineffective boards of directors who are largely unaccountable to shareholders, lack of real financial transparency, and the conflicts of interests between management, directors, and financial institutions has severely harmed investors and workers; and

WHEREAS, corporations are using investment dollars to fund political agendas and politicians who undermine the interests of shareholders, workers, and our funds; and

WHEREAS, regulatory agencies and elected officials require shareholder vigilance and persistence to demand increased protections for investors and workers; and

WHEREAS, the capital structure of Teamster employers and industries require investments from financial institutions including many service providers of Teamster funds; and

WHEREAS, the growing interest of private equity and hedge funds in the capital markets is having an impact on Teamster employers and industries; and

WHEREAS, shareholder activism has led to significant reforms in executive pay, financial transparency, board of director accountability to shareholders; and

WHEREAS, by demanding responsible corporate behavior, Teamsters are encouraging better corporate performance over the long-term, and greater opportunities for workers to have a voice on the job and secure better wages, benefits, and working conditions; and

WHEREAS, Teamster shareholder initiatives have won corporate governance reforms at companies such as General Electric, Coca-Cola, McKesson, Bank of America, FedEx, Continental Airlines, Swift Transportation, Central Freight, Airborne, and others; and

WHEREAS, the International Brotherhood of Teamsters Trustee Education program has empowered Teamster trustees to become more effective capital stewards and to hold money managers and other service providers accountable; and

WHEREAS, strong input from the International Brotherhood of Teamsters and Teamster trustees has helped win concrete regulatory and legislative reforms to protect investors;

NOW, THEREFORE, BE IT RESOLVED, that this twenty-seventh convention of the Teamsters encourage the further development and expansion of the International Brotherhood of Teamsters Capital Strategies Department to:

- Serve as corporate watchdogs by monitoring the actions of corporations and government oversight agencies;
- Provide ongoing trustee education, support, and communication for Teamster benefit fund trustees to assist them in becoming more active and effective capital stewards;
- Coordinate efforts with Teamster benefit fund trustees, leaders, and members in efforts to protect retirement security for Teamster members;
- Work with other organizations and institutional investors to promote corporate responsibility, investment manager accountability, and legal regulatory reforms that provide increased protections for investors including our members and funds;
- Track market developments including mergers, acquisitions, buyouts, and takeovers that may impact Teamster investments or interests or provide opportunities for the same;
- Track changes in capital markets with an eye toward opportunities for Teamster funds within private equity, real estate, and other asset classes;
- Provide a voice for Teamster member stockholders and Teamster pension plans that seek independent and responsible leadership from corporate boards of directors;

- Promote shareholder activism to help Teamster members take a more active role in corporate decision-making;
- Present shareholder resolutions to improve corporate governance, accountability, and performance;
- Help Teamster member shareholders become more active owners in the fight for corporate accountability and responsibility; and

BE IT FURTHER RESOLVED, that the IBT establish a Capital Strategies Leadership Committee to be Chaired by the General Secretary-Treasurer or his designee and comprised of active trustees from key funds to work in collaboration and coordination with the IBT Benefits Committee and the IBT's Capital Strategies Department. The purpose of the Capital Strategies Leadership Committee will be to:

- Help set priorities and goals of Capital Strategies Program;
- Provide active leadership in Teamster initiatives to protect the interests of Teamster members, retirees, and funds as well as build Teamster power in the capital markets; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters believes that all affiliated benefit fund trustees should, to the extent consistent with fiduciary responsibilities, work together by sharing information and supporting initiatives that protect the best interests of Teamster members, retirees, and other fund participants and beneficiaries; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters should continue to build coalitions with other active Taft-Hartley funds, public funds, and institutional investors concerned with improving corporate responsibility, accountability, and performance.

CHANGE TO WIN

WHEREAS, the percentage of workers that are unionized has fallen from 32 percent in the 1950s to 12.5 percent in 2005 – the lowest since the birth of the modern labor movement; and

WHEREAS, the 2004 Presidential Election showed that, despite the labor movement's unprecedented political effort our sheer numbers prevented us from electing a pro-worker President in consecutive elections; and

WHEREAS, the outcome of the election could have been reversed with ten percent (10%) more union members in Ohio; and

WHEREAS, without greater density unions don't have the power to fight for and protect fair wages, affordable healthcare, and retirement security; and

WHEREAS, the labor movement, including the Teamsters, must commit to dramatic change and large-scale organizing of new members in order to protect our existing members and give millions more working people the opportunity to earn a fair paycheck and be treated with dignity on the job; and

WHEREAS, the AFL-CIO was unwilling to modernize and commit to reform; and

WHEREAS, the Teamsters joined the new Change to Win Federation — along with the SEIU, UNITE HERE, UFCW, Laborers, Carpenters, and United Farm Workers unions — in order to organize the unorganized and create real power for working families; and

WHEREAS, the Teamsters have been supported by our Change to Win partners in numerous campaigns, including the struggles for school bus drivers, Quebecor workers, Cintas employees, and port truck drivers;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters will continue to support the Change to Win Federation and will follow through on the Federation's main purpose: strategic large-scale organizing campaigns while at the same time holding our elected officials accountable to our trade union principles that will give millions of working people the opportunity to achieve the American Dream; and

BE IT FURTHER RESOLVED, that Teamster affiliates at all levels are

encouraged to participate as appropriate to their local situation, in joining with our fellow Change to Win unions in building labor power and political accountability on a local, state, and federal level.

TEAMSTER COMMITMENT TO “UNIFORM JUSTICE”: CINTAS IS A KEY NATIONAL ORGANIZING CAMPAIGN

WHEREAS, Cintas, the largest and most profitable company in the laundry industry, has a stated anti-union philosophy: its employee handbook says that unions make “teamwork difficult,” cause “companies to be noncompetitive,” cause “lower quality,” and cause “lost jobs and less job security for employees;” and

WHEREAS, Cintas has systematically “de-unionized” its operations through the running of decertification campaigns at unionized locations (over 40 since 1990); closed “acquired” union facilities (over 30); and aggressively fought any union organizing attempts; and

WHEREAS, Cintas has worked closely with the National Right to Work Committee and union-busting firms like Craft Barressi Consulting, whose objective is to deny workers their fundamental human right to join a union; and

WHEREAS, Cintas is the subject of a national overtime lawsuit for failing to pay drivers overtime; and

WHEREAS, Cintas is the subject of a discrimination lawsuit that the EEOC recently joined, claiming that there was “sufficient and reasonable basis to believe that Cintas discriminates against women in the recruitment and hiring of sales drivers...”; and

WHEREAS, the Teamsters recognize that if Cintas is able to continue to grow as a non-union company, unions will cease to exist in the industry in the near future; and

WHEREAS, Cintas as the industry leader is responsible for driving down the wage and benefit standards in this once highly organized industry; and

WHEREAS, the Teamsters recognize that if Cintas is allowed to continue to grow as a non-union company, our current members and other unionized workers in the industry as well as those workers at Cintas will be worse off; and

WHEREAS, the Teamsters have joined with UNITE HERE to challenge Cintas’ anti-union philosophy and to bring justice to Cintas workers;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters reaffirms its commitment to the joint organizing campaign – “*Uniform Justice*” – with UNITE HERE, and establishes this campaign as one of the major, national initiatives of the International Brotherhood of Teamsters.

COMPREHENSIVE CAMPAIGNS AND THE TEAMSTER MODEL

WHEREAS, on national and regional levels the Teamsters have learned that the NLRB election process often does not work to build union power; and

WHEREAS, NLRB election organizing is subject to delay, manipulation, and abuse by the employer; and

WHEREAS, the unit by unit NLRB process does not allow the Teamsters to grow quickly enough to build bargaining power in markets and industries; and

WHEREAS, even when we win an NLRB election we do not achieve a contract 55 percent of the time; and

WHEREAS, because the companies that dominate the U.S. economy are often international in reach, our campaigns must also be global; and

WHEREAS, the comprehensive campaign model is a carefully planned, aggressive, escalating campaign that legally builds enormous pressure on all aspects of a company's business; and

WHEREAS, a successful comprehensive campaign must employ important tactical elements, including: careful targeting, worker organizing, strategic research, taking advantage of political relationships, using bargaining and other economic power, strong campaign message and communication, working with community allies, and using global strategies; and

WHEREAS, the Teamster Organizing Model has also led to many victories and a substantial increase in the win rate and a five-year upward trend in victories; and

WHEREAS, the Teamster Organizing Model involves: strategic targeting and research, systematic probe of site, early list development, benchmarks to meet before moving onto the next phase of the campaign, building a representative organizing committee of leaders, building majority support, petitioning for election with at least 65 percent support of the unit, an assessment system and workplace charting, worker action in the workplace, a strong message component, and community and political outreach;

NOW, THEREFORE, BE IT RESOLVED, that the IBT should employ comprehensive campaign strategy in its organizing efforts on both national and regional levels; and

BE IT FURTHER RESOLVED, that even with the emphasis on comprehensive campaigns, the Teamsters will continue to use NLRB elections. In these NLRB elections it is important to use the Teamster Organizing Model; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters will provide training and other support to Local Unions and Joint Councils interested in learning the skills necessary to run comprehensive campaigns and to apply the Teamster Organizing Model.

CROSS-BORDER TRUCKING

WHEREAS, the Teamsters Union continues to be concerned about the ability of Mexican trucks to meet all U.S. safety standards; and

WHEREAS, the Bush Administration announced in January 2002, in response to a dispute resolution ruling that the United States was in violation of the North American Free Trade Agreement by banning all Mexican trucks, that it would allow Mexican trucks to travel anywhere in the United States beginning in 2002; and

WHEREAS, the Congress responded to the impending threat to highway safety by passing the Murray-Shelby amendment to the Fiscal Year 2002 Transportation Appropriations bill; and

WHEREAS, the Murray-Shelby amendment prohibited the expenditure of funds to be used for the review or processing of applications by Mexican motor carriers to operate beyond the currently permitted commercial zones until the Federal Motor Carrier Safety Administration implemented certain safety requirements; and

WHEREAS, those safety requirements included, but were not limited to, on-site safety examinations of Mexican motor carriers before conditional operating authority is granted, verification of a drug and alcohol testing program, verification of compliance with hours-of-service rules, including hours-of-service records, verification of proof of insurance, the positioning of weigh-in-motion systems at certain border crossings, and that the Inspector General periodically report on the progress of these requirements; and

WHEREAS, the Inspector General issued a Follow-up Audit of the implementation of the North American Free Trade Agreement's cross-border trucking provisions in January 2005 and reported that several deficiencies in safety requirements need to be remedied before the border is open, including reaching agreement with Mexico to permit on-site safety reviews by U.S. inspectors, the inability of the Mexican government to perform the new criminal history record checks for Mexican drivers who haul hazardous materials, the need to improve the system for monitoring Mexican driver records in the U.S., the lack of operational weigh-in-motion scales at the ten busiest crossings; and

WHEREAS, the Inspector General's report went on to cite five additional areas that need attention to fully comply with requirements that Congress enacted into law, including more accurate data on Mexican carriers, providing proof of valid insurance,

drug and alcohol testing of Mexican drivers, replacements of existing inspection facilities and enforcement of a certification requirement that indicates Mexican trucks meet all applicable federal safety requirements;

THEREFORE, BE IT RESOLVED, that the Teamsters Union will continue to make its members and the public aware of the continuing danger of unsafe trucks from Mexico being permitted to travel on U.S. highways; and

BE IT FURTHER RESOLVED, that the Teamsters Union will call upon the President and the Congress to delay the implementation of the NAFTA cross-border trucking provisions until such time that all provisions of the Murray-Shelby amendment are met and that the Inspector General's audit report indicates such compliance; and

BE IT FURTHER RESOLVED, that the Teamsters Union will insist that Mexican, Canadian, and U.S. officials strive to ensure that the highest level of safety standards be maintained for the three NAFTA countries; and

FINALLY, BE IT RESOLVED, that with the Teamsters Union's greater commitment to organize under the Change to Win Federation, that it will work with Mexican unions, elected officials, and workers to develop a strategy of "cross-border organizing" to increase the wages and working conditions of our Mexican brothers and sisters.

FEDERAL EXPRESS

WHEREAS, FedEx has built its fortune on some of the most anti-worker policies of any major corporation; and

WHEREAS, company statistics show that FedEx's Express Division is also hurting workers by disproportionately placing minority workers in part-time and low-paying positions; and

WHEREAS, California workers are standing up to FedEx Express' discriminatory practices with a lawsuit that has won class-action status; and

WHEREAS, FedEx, through its Ground Division, cynically classifies 14,000 drivers as independent contractors, thus shifting medical, fuel, truck maintenance, workers' compensation, and social security costs onto workers as well as avoiding overtime pay and paid vacation; and

WHEREAS, independent contractor status prevents workers from forming unions; and

WHEREAS, manipulating job classifications threatens workers throughout the entire shipping industry, as it drives down wages and benefits; and

WHEREAS, workers in more than 20 states are fighting back against FedEx Ground's greedy practices, filing class-action lawsuits that demand they be classified as employees, and seeking unfairly denied back wages; and

WHEREAS, these lawsuits are resulting in damaging findings, with a California court ruling that FedEx Ground drivers should, in fact, be employees; and

WHEREAS, FedEx still refuses to reclassify drivers as employees, and is hiring teams of lawyers to try to maintain the low-road business model;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters Union will stand alongside the FedEx workers and support their struggle for dignity and fairness at FedEx; and

BE IT FURTHER RESOLVED, that the Teamsters Union and FedEx workers will work in solidarity to secure the rights of all FedEx employees to freely join the Teamsters Union without pressure or intimidation.

GLOBAL SOLIDARITY AND STRATEGIES

WHEREAS, the Teamsters have historically been at the forefront in recognizing the importance of building solidarity with workers throughout the world; and

WHEREAS, Teamster locals are organizing and bargaining with multi-national corporations that attempt to break our solidarity; and

WHEREAS, strengthening members' clout at the bargaining table increasingly requires collaborating with workers and other allies everywhere these companies operate internationally; and

WHEREAS, the Teamsters have greatly benefited from the support of unions around the world, including on our current Quebecor, school bus, drayage port drivers, DHL, TNT, UPS, and Coca-Cola campaigns; and

WHEREAS, the world labor movement has created the Global Union Federations to unify trade unions by sector globally, thus creating new opportunities to build solidarity and create coordinated international union actions across an entire multi-national corporation or global supply chain; and

WHEREAS, more work must be done to realize the strategic potential of the Global Union Federations and international union solidarity;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters will participate in, and work to strengthen, the Global Union Federations for our sectors: the International Transport Workers Federation, Union Network International (for services and graphical workers), Building and Woodworkers International, International Union of Food Workers, and Public Services International; and

BE IT FURTHER RESOLVED, that the Teamsters will develop bilateral relationships with key partner unions around the globe; and

FINALLY, BE IT RESOLVED, that the Teamsters will continue to be a leader in creating international union solidarity to build union power to confront multi-national corporations.

GROWTH AND STRATEGIC ORGANIZING

WHEREAS, the power of the Teamsters Union depends on the strength of our numbers; and

WHEREAS, Teamsters are able to bargain for the strongest contracts in those industries where the union represents the highest percentage of workers in that industry; and

WHEREAS, strong density in any given industry raises the standards for all workers, even those not represented by union contract; and

WHEREAS, increasing union density is the most effective way to create power and enhance working conditions for all working people; and

WHEREAS, organizing is most effective when it builds on existing worker power and Teamsters' expertise in an industry;

NOW, THEREFORE, BE IT RESOLVED, that targets for new organizing should

- take advantage of existing Teamster strength in an industry to leverage employers;
- add to Teamster bargaining power in an industry and contribute to improving contracts for existing members either regionally or nationally;
- be in a Teamster core industry that allows the union to take advantage of its experience and expertise in that industry;
- fit into an overall strategic plan for a particular market or region, or the overall organizing goals of the Teamsters Union.

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters encourages all local union and joint councils to adopt these standards in seeking new organizing targets, and coordinates with the international union in order to develop the most strategic organizing program possible.

HEALTH AND WELFARE BENEFITS

WHEREAS, the Teamsters have fought for and sustain some of the most generous health and welfare plans in the United States through collective bargaining; and

WHEREAS, Teamster-affiliated health and welfare funds make up one of the largest purchasers and providers of healthcare benefits in the country; and

WHEREAS, the cost of health care has continued to escalate, especially in the areas of prescription drugs and retiree health; and

WHEREAS, our Teamster employers are constantly pushing for benefit reductions and cost shifting onto our members; and

WHEREAS, the International Brotherhood of Teamsters helps retirees pay for prescription drugs through a new National IBT Retiree Health Program that includes the only International Union sponsored Medicare Prescription Drug program;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters continues to communicate to Teamster health plans and Teamster bargainers about legislative issues and lobbying efforts to preserve multi-employer health plans, group purchasing programs like TeamsteRx, collective bargaining issues, trustee education, and other benefit matters including the establishment of a national IBT Health and Welfare Fund; and

FINALLY, BE IT RESOLVED, that this twenty-seventh convention of the International Brotherhood of the Teamsters strongly encourages all affiliated health plans and Teamster bargainers to support these legislative efforts, to share information and to work together to develop cost-saving strategies such as purchasing coalitions, retiree health initiatives, benefits bargaining strategies, and new innovative benefit programs to preserve our strong tradition of providing meaningful benefits to our membership.

IBT DEPARTMENT OF TRAINING AND DEVELOPMENT

WHEREAS, corporate decision making has become increasingly centralized, eliminating genuine bargaining and problem solving at the local level; and

WHEREAS, many workplace concerns have become global in nature; and

WHEREAS, collective bargaining has been turned over to anti-union consultants; and

WHEREAS, all of these complex developments have a direct impact on Teamster members and all U.S. workers by driving down real earnings and benefits; and

WHEREAS, the best hope for overcoming these obstacles is through strategically oriented, well-trained leadership; and

WHEREAS, Teamster members, stewards, and officers are at the front lines in dealing with corporate consolidation and anti-worker policies; and

WHEREAS, maintaining a well-informed membership and leadership requires continuous and on-going development; and

WHEREAS, the number of Teamsters staff available to carry out this training is limited; and

WHEREAS, many Teamster members, representatives and officers have the ability to share knowledge and mentor members within the union; and

WHEREAS, the new International Brotherhood of Teamsters Department of Training and Development has a mission of developing a nation-wide training capacity integrated with the Change to Win mission and objectives;

THEREFORE, BE IT RESOLVED, that the IBT Department of Training and Development provide opportunities for Teamsters to strengthen core labor skills that give them the ability to effectively represent Teamster members in this challenging climate; and

BE IT FURTHER RESOLVED, that through the addition of regional staff

members, the Department will work to provide these training opportunities as often at the regional level as possible; and

BE IT FURTHER RESOLVED, that each Teamsters Joint Council will appoint one Training Coordinator who will be a part of the IBT Department of Training and Development's Labor Education and Resource Network (LEARN) with their role and mission established by the Department, and that each of these Coordinators will mentor one person from every Local Union within their Joint Council to also become a part of LEARN; and

BE IT FURTHER RESOLVED, that a national Train-the-Trainer program and on-going regional Train-the-Trainer programs be established to provide the necessary methods and information for the LEARN network training coordinators; and

BE IT FURTHER RESOLVED, that the IBT Department of Training and Development will continue to provide leadership training in a number of areas for officers and business agents through the Teamsters Leadership Academy, but will hold these programs at the regional level as often as possible to give everyone an opportunity to participate; and

BE IT FURTHER RESOLVED, that a new program be added to the traditional Teamsters Leadership Academy called NOTE, New Officers Training and Education, that will be conducted at least once a year for all newly elected officers; and

FINALLY, BE IT RESOLVED, that the IBT Department of Training and Development will make every effort to accommodate the multitude of requests for shop steward training and will continue to develop programs and materials that will help stewards in their important role of representing Teamster members at their work sites.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS' COMMITMENT TO EDUCATION AND TRAINING TO ENCOURAGE THE PARTICIPATION AND THE LEADERSHIP DEVELOPMENT OF ITS DIVERSE MEMBERSHIP

WHEREAS, the International Brotherhood of Teamsters is proud of its history of unifying its diverse group of 1.4 million working men and women from different cultures and ethnic backgrounds to advance their economic, social, and political interests; and

WHEREAS, the International Union recognizes that its demographics are continually changing as diverse groups are progressively growing; and

WHEREAS, the International Union will attempt to develop a mentoring program that will include and introduce each member to all areas of the union; and

WHEREAS, the International Union is committed to continuing the development of an organization which values and encourages the participation of every man and woman, each with individual and diverse backgrounds, in the policymaking and leadership roles at all levels of the International Union and its affiliated bodies; and

WHEREAS, the International Union recognizes that, through the participation of more women and individuals with diverse backgrounds, the Union will strengthen its collective bargaining, organizing, political, and legislative activities; and

WHEREAS, the International Union is committed to ensuring that its internal practices and policies create opportunities for its diverse membership to express their ideas, participate in the decision-making process, and achieve leadership positions; and

WHEREAS, the International Union believes that the full participation of its diverse membership can only be achieved through education and training of officers and members to be sensitive to the members' cultural differences;

NOW THEREFORE BE IT RESOLVED THAT, the International Union will institute policies, practices, and programs which establish diversity education and training as a top priority for the International Union, Joint Councils, Local Unions,

Trade Divisions, Conferences, and other affiliated bodies, in conjunction with maintaining records of the diversity within each respective area and creating a plan for proper representation if none is present.

IBT SUPPORT FOR RAIL CONFERENCE MEMBERS AT AMTRAK

WHEREAS, the future of Amtrak is uncertain and many within the federal government, Amtrak management, railroads, and private industry have initiated policies and practices which are detrimental to members of the Teamsters Rail Conference at Amtrak; and

WHEREAS, the Brotherhood of Maintenance of Way Employees Division (BMWED) and the Brotherhood of Locomotive Engineers and Trainmen Division (BLET) of the International Brotherhood of Teamsters are a substantial part of the Amtrak workforce; and

WHEREAS, the Teamsters' Rail Conference and the International Union have worked diligently to oppose any legislation or policies that adversely affect its Amtrak members; and

WHEREAS, the effects of drastic changes in the structure of the company, train routes, or congressional mandates pertaining to labor could further devastate Amtrak and its workers, adversely affect other Rail Conference members in the railroad industry, and jeopardize the stability of the railroad retirement system; and

WHEREAS, Rail Conference members of the BMWED and BLET, under procedures of the Railway Labor Act, have been working over six years at Amtrak without an updated collective bargaining agreement;

THEREFORE BE IT RESOLVED, that the delegates to the 27th International Brotherhood of Teamsters Convention go on record in support of its Amtrak members in the Rail Conference; and

BE IT FURTHER RESOLVED, that the delegates to the 27th International Brotherhood of Teamsters Convention support the continued commitment of the International Union to provide the Rail Conference with the resources and legislative support necessary to secure both adequate funding for Amtrak and a fair and just contract for Amtrak workers; and

FINALLY, BE IT RESOLVED, that the International Union and the Rail Conference intensify efforts to secure a fair and just contract for its Amtrak members and defeat those who seek to destroy the quality of life and standard of living of the workers at Amtrak.

IMMIGRANT WORKERS

WHEREAS, most Americans are immigrants or descended from immigrants and should be naturally allied with the struggle for immigrants' rights; and

WHEREAS, the Teamsters have been and continue to be at the forefront of the effort to ensure that immigrant workers are treated with dignity and equal protection under the law; and

WHEREAS, the Teamsters recognize that the fight for immigrant rights is the same as the fight for workers' rights—in fact, immigrants come to this country to work for the American Dream. Their best, if not only, opportunity to reach that dream is with a union; and

WHEREAS, our country should welcome our immigrants, as many come to the U.S. because of a lack of quality jobs in their home country, a situation made worse by America's failed trade policies; and

WHEREAS, immigrants stand on the frontlines of Teamster campaigns as workers organizing as port drivers, DHL system employees, Quebecor World employees, sanitation workers at Waste Management, Allied Waste and Republic Industries, school bus drivers at First Student, Laidlaw, and Durham; food processing workers; and parking lot employees; and

WHEREAS, the Organizing Department reflects the diversity of this great union with staff members who come out of their respective immigrant communities;

NOW, THEREFORE, BE IT RESOLVED, that this twenty-seventh convention of the International Brotherhood of Teamsters rejects and vehemently opposes the cynical actions of employers who use the threat of immigration law and deportation to frighten and intimidate workers who attempt to organize a union; and

BE IT FURTHER RESOLVED, that the Teamsters oppose the efforts in Congress to make it a felony to assist immigrants—which might include helping them to organize a union; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters will seek to block all efforts in Congress to create a guest worker program, which would only trap workers in a situation of indentured servitude and lower industry standards for wages, benefits, and working conditions; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters strongly encourages all local unions, officers and joint councils to work together to fight for the causes of workers—especially in the tradition of support for the Civil Rights Movement—and pledge our support to the fight for immigrant rights; and

FINALLY, BE IT RESOLVED, that Congress must pass an earned legalization program in order to end the underground second-class worker economy that exists and enable these workers to fight for their rights, demand better pay, demand better protections in the workplace, demand benefits, and organize which will uplift all workers.

JOINT CAMPAIGNS

WHEREAS, a staggering 87.5 percent of the workforce does not belong to a union; and

WHEREAS, large companies often pour millions of dollars into resisting unionization drives; and

WHEREAS, in today's economic environment no single union has the resources to single-handedly organize major national employers; and

WHEREAS, the Teamsters Union has found success in working collaboratively on joint campaigns with our sister union UNITE HERE at Cintas, the Las Vegas casinos, and the Los Angeles Century Boulevard; and

WHEREAS, the joint campaign with the Service Employees International Union to organize the "big three" private school bus companies also shows promise; and

WHEREAS, the Teamsters also believe in the joint campaign with the United Farm Workers in the food processing industry;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters support the concept of joint campaigns with our coalition Change to Win partners.

A MIGHTY ARMY OF TEAMSTER ORGANIZERS

WHEREAS, the Teamsters Union has built and continues to build and deploy a “Mighty Army” of Teamster Organizers at all levels; and

WHEREAS, Teamster Local Unions and Joint Councils have hired over 100 new organizers in the last three years; and

WHEREAS, many of these new organizers have trained on campaigns with the IBT Organizing Department, bringing a new level of professional organizing skills to locals and joint councils; and

WHEREAS, the best messengers about the advantages of Teamster membership is a Teamster member; and

WHEREAS, we value the importance of organizing diverse groups of workers and it is a fact that we win more campaigns when our organizers reflect the diversity of the bargaining unit; and

WHEREAS, more than 100 local unions and joint councils have recognized this by sponsoring member organizer trainings; and

WHEREAS, member organizers have been key to communicating with unorganized workers about the Teamsters advantage, including the Teamster Law Enforcement League “SWAT” Team members who helped sign up the Metro Nashville Police Department; Graphic Communications Conference members who have spent time on all of our campaigns at Quebecor World; and UPS airline mechanics who are helping ABX mechanics organize their union with the Teamsters; and

WHEREAS, growing Teamster Organizing programs requires accountability, including accurate and timely reporting of organizing information, especially organizing victories;

NOW, THEREFORE, BE IT RESOLVED, that in order to maintain and raise the professional standards of all Teamster organizers and to facilitate the sharing of organizing knowledge, the IBT Organizing Department will build and maintain a “Teamster Organizing Network,” which will consist of:

- an organizer directory listing all local, joint council and IBT organizers with their contact information to be distributed to all organizers;

- regularly scheduled conference calls to exchange information and news about organizing across the union;
- a website devoted to resources and information exchange for Teamster Organizers including information in Spanish and other languages as appropriate;
- conferences like the recently concluded Teamster Organizers Conference to enhance professional training and build camaraderie among organizers; and

BE IT FURTHER RESOLVED, that every local union and joint council should find opportunities to employ member organizers on every local campaign and be willing to provide member organizers for national campaigns; and

BE IT FURTHER RESOLVED, that Teamster Local Unions and Joint Councils regularly report organizing results to the IBT and that the Organizing Department compile and regularly release reports of new organizing results across the union; and

FINALLY, BE IT RESOLVED, that the goal of the International Brotherhood of Teamsters is for every Teamster to be an organizer.

MORE DEMOCRATIC UNION – INCREASE MEMBER PARTICIPATION

WHEREAS, in 2001 the International Brotherhood of Teamsters ratified a “one member, one vote” policy in its constitution; and

WHEREAS, this policy makes the Teamsters one of the most democratic unions in the country, and one of the few to have direct election of top officers; and

WHEREAS, ballots are mailed directly to members’ homes with paid returnable postage; and

WHEREAS, democracy is meaningless unless members take responsibility and vote in elections; and

WHEREAS, 23 percent of members participated in the last IBT election;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters urges all of its members to exercise their right to vote; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters encourages local unions and joint councils to communicate with members about the importance of participating in elections.

NATIONAL FREIGHT NEGOTIATIONS

WHEREAS, the delivery of food and supplies to families and businesses in the United States is dependent on a safe and efficient trucking industry; and

WHEREAS, Teamster members in the trucking industry formed the historical foundation on which the International Brotherhood of Teamsters was built; and

WHEREAS, the Teamsters-represented freight carriers are currently making record profits; and

WHEREAS, Teamsters freight members are the most productive, skilled, and safest workers in the industry; and

WHEREAS, the National Master Freight Agreement sets industry standards for more than 100,000 drivers, dock, yard, maintenance, clerical, and other Teamsters-represented workers in the freight industry; and

WHEREAS, the superior industry standards established by the National Master Freight Agreement are used to organize the nonunion sector; and

WHEREAS, the wages, benefits, and working conditions provided to Teamsters freight workers creates a reliable and stable workforce; and

WHEREAS, the Teamsters and its represented freight companies have entered agreements creating new operations to service not only the longhaul market, but also the same day, next day, and second day markets; and

WHEREAS, the trucking industry is experiencing a shortage of drivers which must be addressed by the creation of additional Teamsters affiliated training programs; and

WHEREAS, the opening of the United States' borders by international trade agreements threatens the wages and benefits that Teamster members rightly deserve; and

WHEREAS, the current National Master Freight Agreement is scheduled to expire on March 31, 2008, and negotiations for the next Agreement will begin in 2007; and

WHEREAS, the Teamsters' goal in the 2007 negotiations is to continue providing freight workers quality health care, strong pensions, wages which allow them to improve their standard of living, and safe working conditions;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its affiliated bodies pledge their full and complete support to the upcoming National Master Freight Agreement negotiations and the effort to bargain for superior wages, benefits, and working conditions which the hard-working Teamsters freight workers have earned.

NATIONAL MASTER AUTOMOBILE TRANSPORTERS NEGOTIATIONS

WHEREAS, the transport and distribution of motor vehicles is a vital and significant segment of the North American economy; and

WHEREAS, Teamster members in the carhaul and truck transport industry are the most productive, skilled, and safest workers in the industry and perform some of the most difficult and rewarding work of any craft represented by the International Brotherhood of Teamsters; and

WHEREAS, the National Master Automobile Transporters Agreement sets industry standards for more than 15,000 drivers, dock, yard, maintenance, clerical and other Teamsters-represented workers in the motor vehicle transport and distribution industry in North America; and

WHEREAS, under the superior industry standards established by the 2003 National Master Automobile Transporter Agreement, Teamsters Local Unions and the represented carhaul companies have entered “new business” agreements thereby creating new work opportunities in a market segment that has more than eighty per cent (80%) “Union density”; and

WHEREAS, Teamsters Local Unions in carhaul and truck transport are committed to organize the growing nonunion sector of this industry, coordinated through the IBT, to provide the benefits and standards of collective bargaining to all workers in this industry; and

WHEREAS, the Teamsters National Negotiating Committee and Teamsters Local Unions in the United States communicate and coordinate bargaining in this industry with the Local Unions of Teamsters Canada to continue to address the impact of international trade agreements that threaten the wages, benefits, and working conditions of Teamster members and their families in both nations; and

WHEREAS, the recent mergers of the Brotherhood of Locomotive Engineers and the Brotherhood of Maintenance of Way Employees with the IBT Rail Conference have provided unique organizing and bargaining opportunities for all our members in the automobile distribution segment of the North American economy; and

WHEREAS, while many of the Teamsters-represented carhaul carriers are currently making record profits, negligent financial and operational management at

Allied and Leaseway have forced Teamsters members at those companies to not only produce the revenue, but effectively manage those businesses on a day-to-day basis; and

WHEREAS, the current National Master Automobile Transporters Agreement is scheduled to expire on May 31, 2008, and preparation for negotiations for the next Agreement will begin in late 2007; and

WHEREAS, the Teamsters' goal in the 2007-2008 negotiations is to maintain and advance contract standards for carhaul and truck transport workers in the areas of quality health care, strong pensions, safe working conditions, and wages so as to provide continued improvements in the standard of living for our members and their families;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its affiliated bodies pledge their full and complete support to the Teamsters Local Unions and Teamsters National Automobile Transporters Industry Negotiating Committee in the upcoming National Master Automobile Transporters Agreement negotiations.

NATIONAL RECIPROCAL AGREEMENT RESOLUTION

WHEREAS, many members have been, and continue to be, employed under one or more collective bargaining agreements or other agreements requiring their employers to contribute to more than one Teamster pension fund, with the result that many members are potentially eligible to receive a partial pension from each of several Teamster pension funds; and

WHEREAS, the movement of a member from one Teamster pension fund to another has often had an adverse effect upon that member's pension benefits; and

WHEREAS, the problems created by the movement of members from one Teamster pension fund to another were previously addressed in the 1960s and 1970s through the adoption by some Teamster pension funds of a national reciprocal agreement which obligated participating Teamster pension funds to recognize service with other participating Teamster pension funds for purposes of determining a member's eligibility for, and vested interest in, a pension benefit; and

WHEREAS, the passage of federal legislation such as the Employee Retirement Income Security Act of 1974 ("ERISA"), the increasing mobility of members and the growth and development of Teamster pension funds over the past 40 years have made it necessary to revise and update the 1965 National Reciprocal Agreement to enable it to meet the ever-changing needs of members; and

WHEREAS, the 2001 National Reciprocal Agreement which takes into account the existence of federal legislation regulating Teamster pension funds and the changing needs of members was prepared for consideration by Teamster pension funds; and

WHEREAS, the 2001 National Reciprocal Agreement has been adopted by a number of Teamster pension funds covering over half a million members over the course of the past several years;

NOW, THEREFORE, BE IT RESOLVED, that this Twenty-Seventh Convention of the International Brotherhood of Teamsters urges each Teamster pension fund that has not already considered and adopted the new National Reciprocal Agreement to do so at the earliest possible date; and

FINALLY, BE IT RESOLVED, that the appropriate officers and staff of the International Brotherhood of Teamsters be directed to work with each Teamster pension

fund that has not yet adopted the new National Reciprocal Agreement to facilitate the consideration and adoption of such Agreement by that fund at the earliest possible date.

NATIONAL SECURITY

WHEREAS, now more than ever America's leaders must protect our borders, energy supply, ports, railroads, and our national security; and

WHEREAS, major gaps in these areas continue to persist, including:

- On our railroads. The nation's rail carriers are the largest transporters of hazardous materials cargo – deemed by the Department of Transportation to be potential weapons of mass destruction. Despite warnings by the FBI that the U.S. rail network is a likely target for terrorists, rail security has been left up to the rail carriers which, according to rail workers across the country, put profits before safety and security. Workers report inadequate training for terrorism prevention and preparedness, insufficient staffing levels that routinely leave hazardous cargo unattended and undeterred access to trespassers among the many vulnerabilities that still exist along the nation's rail system.
- At our ports. Many of the country's 100,000 port truck drivers are classified as independent contractors, meaning that they net as little as \$5 to \$7 an hour. The drivers' severe financial uncertainty makes them susceptible to blackmail and bribery and induces those workers who are actually qualified to seek jobs in other parts of the transportation economy. Many of the current port truck drivers operate without hazmat certificates. Many lack proper licensing. A recent report by the Dept. of Homeland Security found that over half of the 9,000 truck drivers at the Port of New York and New Jersey have criminal records. And, moreover, the independent contractor systems means there is no employer of record -- and hence no accountability.
- At our borders. The North American Free Trade Agreement provided that by 1996 Mexican trucks would be able to drive and make deliveries in the U.S. Citing safety and environmental concerns, Congress blocked this provision from taking effect. But we need to be vigilant in enforcing a strict inspection regimen for cargo crossing into the United States and subjecting foreign truckers to the same certification and training requirements as U.S. truckers.
- At the gas pumps. Nearly 60 percent of oil consumed in the United States is produced in the Middle East and other politically unstable regions. Our lack of a domestic energy supply forces us to be dependent on unfriendly regimes that have the power to wreak havoc on the U.S. economy. Just look at what's happened to gasoline in recent months. Prices have skyrocketed to \$3 a

gallon, squeezing working Americans and eroding the profits of energy-intensive industries.

- With defense contracting. Outsourcing of critical defense systems is on the rise. For the first time ever, American presidents won't ride in American-made Marine One helicopters. That's because the Pentagon chose to yank the contract for the helicopters from Teamster members who work at Sikorsky Aircraft and instead outsource production to foreign-owned Augusta-Westland, which is based in Italy.

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters will fight for policies that make our borders and infrastructure more secure. These include:

- Ensuring the implementation of safety and security policies that address the pervasive vulnerabilities of our nation's rail network and that hold the rail carriers accountable for protecting the safety and security of rail workers and the American public from a catastrophic tragedy on the rails.
- Making sure port truck drivers become part of a stable workforce, reporting to unionized companies that screen all workers and require drivers to pass background checks.
- Making sure the southern border remains closed to unsafe Mexican trucks.
- Reducing our dependence on foreign energy supplies, particularly oil from unstable and unfriendly nations in the Middle East. This means increasing development of domestic energy resources, including oil, natural gas, and clean coal and establishing a single, secure repository for the nation's spent nuclear fuel.
- Stopping outsourcing and requiring defense contractors to hire qualified, skilled, and experienced – in other words union – workers in order to ensure that our troops get the safest and most reliable weaponry, equipment, and supplies possible. We also need to reverse the decline of our manufacturing base, which leaves us vulnerable to the whims of foreign regimes that now control the production of our manufactured goods.

OCCUPATIONAL TRAINING

WHEREAS, the objective of this International Union to secure improved wages, hours, working conditions, and other economic advantages requires highly trained members who are provided with all the skills necessary to adapt to the changing requirements of their craft; and

WHEREAS, the Union needs to be active in providing skills-based training programs for our members to improve and secure their employment, work opportunities, and the success of their industries; and

WHEREAS, continuous skill improvement of our membership will allow us to maintain our demands for reasonable hours, fair wages, improved working conditions, and help shield the members from the challenges of a global economy dominated by multi-national corporations; and

WHEREAS, many employers require additional employees with skills necessary to perform work within traditional Teamster-represented bargaining classifications; and

WHEREAS, providing training to employees entering Teamster industries accomplishes the dual purpose of supplying qualified workers to Teamster employers and educating new employees and persons employed by non-Teamster employers as to the benefits of becoming members of the Teamsters Union;

ACCORDINGLY, THEREFORE, BE IT RESOLVED, that it shall be incumbent upon the Teamster negotiators of all area, multi-area, national, multi-employer, company-wide, or industry-wide negotiations for an area, multi-area, national, multi-employer, company-wide, or industry-wide agreements ("master agreements") to make all possible efforts to require, through collective bargaining, employers to contribute, in an hourly amount determined by the negotiating committees, to the Teamsters National Education and Training Fund.

RESOLUTION ON INTERNATIONAL UNITY

WHEREAS, the delegates to the 2001 International Convention officially acknowledged the partnership that exists between the IBT and Teamsters Canada by adopting the "Sovereignty Amendment" to the International Constitution; and

WHEREAS, the partnership whereby the IBT and Teamsters Canada collaborate across the border between our two countries is unprecedented in the Labour Movement; and

WHEREAS, our partnership has created a strong bond of unity and mutual support among Teamster Local Unions and their membership in the U.S. and Canada; and

WHEREAS, our bond of unity and mutual support has enabled the Teamsters Union to win important victories on both sides of the border, including organizing the unorganized and forging historic mergers with other International Unions such as the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employes and the Graphic Communications International Union; and

WHEREAS, our bond of unity and mutual support has strengthened the Teamsters Union in our continued battle against multinational corporations, unfair trade agreements, and anti-worker legislation that threatens the well-being of our members and their families on both sides of the border; and

WHEREAS, our bond of unity and mutual support has helped to give the Teamsters Union a leadership role in revitalizing the Labour Movement in our two countries;

NOW, THEREFORE, BE IT RESOLVED, that the delegates to this twenty-seventh International Convention reaffirm, and rededicate ourselves to further strengthening, the bond of unity and mutual support between the IBT and Teamsters Canada that is at the heart of our identity as a great International Union.

ONCE A TEAMSTER, ALWAYS A TEAMSTER

WHEREAS, in 1903, a new union for the teaming craft, the International Brotherhood of Teamsters, was established; and

WHEREAS, from the very start, the Teamsters were the backbone of American industry; and

WHEREAS, for over 100 years, the Teamsters union has worked to achieve dignity and justice in the workplace, political, and social justice for all; and

WHEREAS, Teamsters have historically faced obstacles in achieving their goals, yet have been undaunted in daunting circumstances; and

WHEREAS, Teamsters stand together in solidarity and have struggled to build their union into the strong and diverse organization that it is today; and

WHEREAS, Teamster brothers and sisters recognize and respect the struggles of those who have gone before them and know that “brick by brick” they will continue to build, with pride, upon the foundation that was created by others; and

WHEREAS, retired Teamsters are the foundation of our union and that although they have left their jobs — they never leave their union; and

WHEREAS, in retirement, retired Teamsters proudly stand shoulder to shoulder in solidarity with their working brothers and sisters — ready to support them in their struggles for justice in the workplace and elsewhere;

BE IT HEREBY RESOLVED that the Teamsters Union affirms that retired Teamsters are the foundation of our great union; and

FINALLY, BE IT RESOLVED, that Teamster retirees are lifetime supporters and contributors to the union; and shall continue to help strengthen and build our great union through their participation in the life of the union.

FREIGHT ORGANIZING

WHEREAS, the membership of the International Brotherhood of Teamsters was built on the backs of the freight industry; and

WHEREAS, the growth of the small package industry has helped build this great Union to where we are today; and

WHEREAS, the membership of the freight and small package industries are an integral part and the back bone of the future of the IBT; and

WHEREAS, the organizing potential in the freight industry could add thousands of new Teamster jobs to our Union; and

WHEREAS, adding thousands of new members will have a direct and positive effect on our Teamster pension and health & welfare funds; and

WHEREAS, current freight members will be a vital component to the success of organizing new members in this industry; and

WHEREAS, educating these members will be a vital component to the success of organizing new members in this industry; and

WHEREAS, the consolidation of the freight industry, driven in large part by UPS and FedEx acquisitions of national and regional freight carriers, uniquely positions us to utilize the combined strength of our membership to further organize in these two industries; and

WHEREAS, we applaud the recent gains through our existing strength to achieve groundbreaking neutrality agreements from two major employers – UPS to organize Menlo and Yellow Roadway Corporation to organize USF Bestway;

NOW, THEREFORE, BE IT RESOLVED, to continue to use our strength at the bargaining table and organizing in the field to win major gains in these core industries; and

FINALLY, BE IT RESOLVED, a top priority and full commitment of this Union is this commitment to organize UPS Freight formerly Overnite Transportation.

ORGANIZING THE DHL DELIVERY SYSTEM

WHEREAS, DHL is one of the three largest package and delivery systems in the world and with its parent company Deutsche Post World Net (DPWN) is the largest of the freight integrators in the world; and

WHEREAS, since acquiring Airborne Express in 2003, has become the third largest package delivery system in North America; and

WHEREAS, since acquiring Exel in 2005, is the largest logistics/warehouse company in North America; and

WHEREAS, the DHL Delivery System is made up of a network of sister companies and subcontractors: 1) Ocean Freight handled by sister company DHL Danzas; 2) Logistics handled by sister company Exel; 3) 60% of Pick-up and Delivery subcontracted to a network of small Independent Cartage Companies (ICC's) in the United States; 4) DHL Loomis - pick-up and delivery operations in Canada; 5) Air Delivery handled by two subcontractors – ABX Air and AStar; and 6) Sort Center Work handled by subcontractor ABX Air; and

WHEREAS, the Teamsters have a strong base at DHL representing nearly 10,000 direct employees of DHL, 700 DHL Danzas workers, 700 Pilots at ABX Air, 500 workers at DHL Loomis, under a series of white paper, regional, or national contracts covered under both the National Labor Relations Act and Railway Labor Act; and

WHEREAS, Teamster Local Unions have organized and brought under contract nearly 700 direct DHL employees since May 2004; and

WHEREAS, Teamster Local Unions have organized over 2,000 workers at DHL ICC's since 2004 that are now achieving first contracts; and

WHEREAS, the Teamsters International and the Ohio Conference of Teamsters are currently engaged in an organizing drive at DHL's main hub in Wilmington, Ohio operated by ABX Air targeting the mechanics and sort center workers who are covered under the Railway Labor Act;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters will continue to work to coordinate and support the bargaining of our existing units and step up our efforts to achieve first contracts at the organized ICC's; and

BE IT FURTHER RESOLVED, that the Teamsters will continue organizing the nearly 6,000 mechanics and sort center workers at the hub and sort center facilities covered by the Railway Labor Act; and

BE IT FURTHER RESOLVED, that the Teamsters will continue to explore the other pieces of the DHL Delivery System for strategic organizing opportunities; and

FINALLY, BE IT RESOLVED, that the Teamsters will continue to work with our global partners the International Transport Federation and our sister unions around the world especially ver.di the large German Union that represents the German workers at DHL and its parent company DPWN.

ORGANIZING THE GLOBAL SUPPLY CHAIN

WHEREAS, the rail, road transport, container shipping, and air freight industries constitute the basic building blocks of global trade; and

WHEREAS, these industries are under mounting pressure to link the expanding operations of the global supply chain; and

WHEREAS, the major transportation industries are consolidating and are now dominated by fewer but bigger global corporations; and

WHEREAS, companies are increasingly outsourcing their logistics to companies like UPS, DHL, FedEx, and TNT with the goal of seamless global distribution to feed just-in-time delivery; and

WHEREAS, these dominant logistics companies are lobbying government on massive infrastructure investment decisions that focus on greater profits for these companies rather than benefit for U.S. local communities and workers; and

WHEREAS, this process of corporate concentration, deregulation and fierce global competition is leading to increased pressures on transportation workers as multi-national corporations increasingly attempt to compete through increasing productivity demands, lowering working conditions, and disregarding employee rights. Corporations are increasing their use of automation, casual labor, extended hours, and owner-operators; and

WHEREAS, the new links between producers and consumers create both threats and opportunities for transportation workers. One of the risks is that corporations and their allies in government will increasingly attempt to exploit low-wage hubs, offshoring U.S. transportation jobs. However, the extended global supply chains and transportation corridors also create new opportunities for global union solidarity;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters will prioritize organizing workers in the U.S. and Canadian parts of the global supply chains including the logistics companies, key transport hubs as well as the rail, air, and port freight transport industries; and

BE IT FURTHER RESOLVED, that the Teamsters support building Global Union Networks and Global Strategic Campaigns with transport unions around the

world who organize workers and bargain with these same companies in cooperation with the International Transport Workers' Federation; and

FINALLY, BE IT RESOLVED, that the Teamsters will work to build stronger relations with Mexican transport workers to prevent their exploitation by global companies through strong trade unions.

PETITION CONGRESS TO MAKE VOTING RIGHTS ACT OF 1965 PERMANENT

WHEREAS, Americans, known and unknown, of different races, ethnicities, and religions, risked their lives to stand for political equality and against racial discrimination in a quest culminating in the passage of the Voting Rights Act of 1965; and

WHEREAS, numerous Americans paid the ultimate price in pursuit of that quest while demanding that our nation live up to the guarantees enshrined in the 14th and 15th amendments to the United States Constitution; and

WHEREAS, the historic struggle for equal voting rights led nonviolent civil rights marches to gather on the Edmund Petus Bridge in Selma Alabama on March 7, 1965, a day that would come to be known as "Bloody Sunday," where their bravery was tested by a brutal response, which in turn sent a clarion call to the nation that the fulfillment of democratic ideals could no longer be denied; and

WHEREAS, eight days after "Bloody Sunday" President Lyndon B. Johnson called for a comprehensive and effective voting rights bill as a necessary response by Congress and the President to the interference and violence, in violation of the 14th and 15th amendments, encountered by African American citizens when attempting to protect and exercise their right to vote; and

WHEREAS, a bipartisan Congress approved the Voting Rights Act of 1965 and on August 6, 1965, President Lyndon B. Johnson signed this landmark legislation into law; and

WHEREAS, the Voting Rights Act of 1965 effectuates the permanent guarantee of the 15th amendment that the right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of race, color, or previous condition of servitude; and

WHEREAS, several of the provisions of the Voting Rights Act of 1965 will expire in August 2007 unless Congress acts to preserve and make them permanent; and

WHEREAS, Section 5 of the Voting Rights Act of 1965, which is considered by many to be the heart of the law and is up for renewal in 2007, requires that specific

jurisdictions get approval from the Justice Department for any changes in voting procedures to ensure that they do not deny African Americans the right to vote; and

FINALLY, BE IT RESOLVED, by the 27th International Brotherhood of Teamsters Convention, assembled in Las Vegas, Nevada June 26-30, 2006, that officers and members of the International Brotherhood of Teamsters urge the United States Congress to make the Voting Rights Act of 1965 permanent.

PORT ORGANIZING

WHEREAS, trade volumes are expected to double at North American ports during the next seven years, leading to tens of thousands of new jobs for intermodal container truck drivers; and

WHEREAS, the Teamsters are engaged in a broad-based, innovative campaign to organize the 100,000 port drivers who play a critical role in global trade; and

WHEREAS, Teamster drivers once hauled containers in and out of ports and rail terminals, but deregulation caused the industry to be dominated first by nonunion motor carriers and more recently by owner-drivers who are misclassified as "independent contractors;" and

WHEREAS, port drivers are among the most exploited truck drivers in the United States, Puerto Rico, and Canada. They earn an average of \$7 to \$8 an hour, often work more than 12 hours a day, receive no benefits, and are forced to perform other work for free; and

WHEREAS, port drivers operate in an underground economy that undermines standards the Union has achieved and defended for decades. These standards made truck driving a respected profession and a pathway to the middle class; and

WHEREAS, an organized port driver workforce would produce the added social benefits of improving port productivity, reducing driver turnover, protecting national security, and significantly limiting the pollution of older trucks; and

WHEREAS, successfully organizing port drivers could lead to organizing victories throughout the entire logistics supply chain, including warehouses and distribution centers; and

WHEREAS, the Teamsters Port Campaign will provide knowledge and insight that will help organize other workers who are similarly misclassified as "independent contractors;"

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters, its Joint Councils, and Locals, commit to assisting the organizing of drivers in our maritime ports and rail terminals. Such assistance would include participating in rallies, demonstrations, driver outreach, legislative initiatives, and training programs for drivers; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters recognizes that the traditional NLRB route is not going to work for unionizing port drivers, and that instead we need to embrace alternative approaches to guarantee these drivers their right to choose union representation; and

FINALLY, BE IT RESOLVED, that because shippers and ocean carriers are multinational corporations operating in ports around the globe, the Teamsters will continue to promote solidarity with labor unions and federations in other countries.

PRESERVING FUNDAMENTAL SOLIDARITY PRINCIPLES IN COLLECTIVE BARGAINING

WHEREAS, corporations determined to undermine prevailing standards and weaken worker solidarity have attempted to eliminate workers' core contractual and legal rights, including union security and work preservation clauses; equitable grievance procedures; and clauses that preserve the right to engage in lawful economic activity in support of their own bargaining unit, as well as legal activities in support of bargaining units covering their fellow workers; and

WHEREAS, corporations, in their effort to splinter our economic power by eliminating these contractual protections that foster worker solidarity, have alternatively coerced workers and offered financial benefits to members who abandon their legal rights; and

WHEREAS, local unions and negotiating committees have been pressured into presenting these destructive collective bargaining proposals for ratification without adequately educating members of the importance to themselves and their fellow workers of maintaining such provisions and protections; and

WHEREAS, once an employer succeeds in weakening or eliminating these core contractual protections in one bargaining unit it uses that concession to browbeat other bargaining units to accept the same concessions, often threatening to relocate work or close operations if the members insist upon maintaining their stronger contract language; and

WHEREAS, once employers succeed in eliminating non-economic contractual protections, they inevitably attempt to attack economic benefits in subsequent negotiations and workers are then unable to exercise the full range of legal rights to retain their economic benefits; and

WHEREAS, Article XII of the International Constitution is intended to enforce the maintenance of standards and contract language that protects the right of members to act in solidarity with their fellow workers by mandating that proposed collective bargaining agreements be submitted to either the joint council or appropriate trade division for review before they are submitted for ratification; and

WHEREAS, Article XII, Section 10 authorizes the General Executive Board to enforce the requirement that proposed contracts be submitted to review and, if it is determined following a hearing that a proposed contract has not been submitted to

review and that core contractual protections have been eliminated or weakened, to take appropriate action against local unions or local union officials, including placing the local in trusteeship, filing charges against the officers, or transferring jurisdiction to another local union; and

WHEREAS, compliance with Article XII, Section 10 by local unions protects all workers and is the only practical means of resisting corporate pressure through united and coordinated action;

NOW, THEREFORE, BE IT RESOLVED, that this Convention reaffirms its commitment to the pre-ratification contract review requirement of Article XII and urges local unions and bargaining committees to fully educate members of the importance of maintaining non-economic contract clauses that protect core legal rights; and

BE IT FURTHER RESOLVED, that the delegates urge the General Executive Board to fully exercise its authority under Article XII, Section 10 and that, in the event a local union fails to comply with the contractual review requirements of Article XII and negotiates a contract that has a detrimental impact on its bargaining unit or forfeits the right of its members to assist workers in other segments of the employer or industry, the General Executive Board is urged to exert its authority to ensure that the Local is not able to further damage or undermine existing standards and protections.

PRESERVING OUR PENSIONS

WHEREAS, the number of workers who enjoy the security of a defined benefit pension is declining, slipping from 41 percent of the workforce in 1978 to 21 percent today; and

WHEREAS, greedy corporations that once offered some of the largest and most generous plans are dumping their pension obligations and undermining the retirement security of their workers; and

WHEREAS, even those defined benefit plans that remain in place face a combination of critical funding challenges, including unprecedented stock market declines in 2000, 2001, and 2002, low interest rates and an increasing number of workers who are retiring earlier and living longer; and

WHEREAS, the insurance fund for pensions – the federal Pension Benefit Guaranty Corporation – is facing a growing deficit; and

WHEREAS, Teamsters are entitled to receive the pension benefits they have earned; and

WHEREAS, the International Brotherhood of Teamsters, Teamster Local Unions, and Teamster Pension Funds have a proud history of working to ensure members' retirement security and to maintain the defined benefit pension system; and

WHEREAS, approximately 10 million American workers and retirees and 700,000 Teamsters are covered by multi-employer pension plans that provide employees with portability to earn continuous benefits as they move from job to job within an industry; and

WHEREAS, Teamster multi-employer pension plans provide good benefits and a strong and secure retirement for all Teamsters, including those who are no longer plan participants; and

WHEREAS, Congressional negotiators are currently working to reconcile House and Senate versions of legislation that would significantly alter the rules governing multi-employer pension plans; and

WHEREAS, under consideration is a proposal detrimental to Teamsters' retirement security that would allow trustees of troubled pension plans, in certain

circumstances, to reduce certain vested benefits earned by Teamsters, including those who have retired for less than one year; and

WHEREAS, also under consideration is a dangerous provision that would make it easier for the eighty percent (80%) of Teamster employers with 500 or fewer employees to abandon their pension obligations, thereby jeopardizing and destabilizing the very foundation of a multi-employer fund;

NOW, THEREFORE BE IT RESOLVED, that the Teamsters Union will continue to oppose any legislation that jeopardizes the retirement security of our members, and will continue to fight to preserve the defined benefit pension system that is the foundation of this retirement security; and

BE IT FURTHER RESOLVED, that the Teamsters will fight in all contracts and upcoming bargaining to preserve defined benefit pensions for Teamster members.

PUBLIC SECTOR ORGANIZING

WHEREAS, the Teamsters currently represent 195,000 public employees, with the largest numbers and most density occurring in schools and law enforcement; and

WHEREAS, since the last IBT convention the largest single group of public employees who have organized into the Teamsters have been school employees and law enforcement and corrections employees; and

WHEREAS, the IBT has created the Teamsters Law Enforcement League to better organize and represent law enforcement and corrections employees; and

WHEREAS, the Teamsters will run better campaigns and build stronger bargaining power if the union concentrates and targets public sector efforts, using strategic organizing;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters supports two major organizing priorities in the public sector: law enforcement and corrections employees, and school employees; and

BE IT FURTHER RESOLVED, that the IBT will establish comprehensive organizing programs aimed at organizing large law enforcement, corrections, and school employee units working in partnership with the Public Services Division, Joint Councils, and Local Unions.

ORGANIZING AT QUEBECOR WORLD

WHEREAS, Quebecor World, Inc. is the second-largest publicly traded printing company in the world, printing everything from Sports Illustrated and other magazines to retail catalogues to books and employing over 22,000 North American workers; and

WHEREAS, the Graphic Communications International Union and the Teamsters officially joined forces on January 1, 2005, bringing 60,000 members into the Teamster family, - - - 7,000 of whom work at Quebecor; and

WHEREAS, the merger led to the formation of the Graphic Communications Conference of the International Brotherhood of Teamsters (GCC/IBT); and

WHEREAS, in 2005, after a lengthy campaign waged by the labor movement, Quebecor signed an historic neutrality agreement with the GCC/IBT in which the Company pledged not to interfere with or oppose employees' efforts to organize; and

WHEREAS, in four separate elections, Quebecor blatantly violated this agreement, including behavior during the election campaign in Covington, TN, that led an impartial arbitrator to rule that the company "engaged in a systematic campaign to convince its employees of the risks and futility of unionization;" and

WHEREAS, Quebecor is showing its greed in negotiations over contracts that cover plants in Tennessee, Illinois, and Georgia, and other states, in which the company is attempting to cut staffing on dangerous machines; diminish the importance of seniority, and win the right to unilaterally change health care rates and benefits at any time; and

WHEREAS, the company does not take adequate safety precautions, leading the U.S. Occupational Safety and Health Administration to find more than twice as many health and safety violations at Quebecor than at its main competitor, and there have been two deaths in the company's plants since 2002; and

WHEREAS, Canadian workers have also had to fight back against Quebecor Inc.'s drive to put profits ahead of safety, as when workers at Quebecor Media's *Journal de Montreal* were forced to strike against management's plan to cut staffing on presses by 80% and place worker safety at risk; and

WHEREAS, Quebecor workers across the U.S, with support from their Teamster

brothers and sisters, are fighting back, coordinating their bargaining between many different locals to win a strong contract for all, building a strong workplace network to keep all members involved in the fight, holding workplace actions to support organizing, and approaching customers to spread the word about conditions at the company; and

WHEREAS, nearly 100 member organizers have played a major role in the campaign, doing house calls to unorganized workers, planning gate actions, providing testimonials, and signing petitions; and

WHEREAS, Quebecor workers showed their global solidarity in protests in January that stretched from Brazil, to Argentina, to France, to Chile, that demanded safe working conditions, the right to organize across the globe, and that the company live up to its promise to sign a global labor standards agreement;

NOW, THEREFORE BE IT RESOLVED THAT, the Graphic Communications Conference and the International Brotherhood of Teamsters are fully behind the campaign to organize workers at Quebecor for as long as it takes; and

BE IT FURTHER RESOLVED THAT, the Conference and the Teamsters will not stand by while companies break promises and commitments in the U.S., Canada, and around the world; and

BE IT FURTHER RESOLVED THAT, the Conference and the Teamsters support the efforts of GCC Locals to coordinate their bargaining with the company, so locals cannot be played off one another and a stronger contract can be won for all members at the company; and

FINALLY, BE IT RESOLVED THAT, the Conference and the Teamsters recognize the difficulty of organizing Quebecor through the conventional NLRB process, and we therefore need to use all of our combined GCC and Teamster power to wage a strategic campaign that puts the greatest possible pressure on the company to win fair treatment, organizing rights, and good contracts for workers.

RECLASSIFYING INDEPENDENT CONTRACTORS

WHEREAS, more and more employers are intentionally misclassifying their workers as “independent contractors” instead of as employees; and

WHEREAS, by doing this, employers avoid paying for unemployment insurance, workers’ compensation, Social Security, and other payroll costs; and

WHEREAS, workers suffer under this arrangement, as they alone face the risks of doing business and have to pay all of their insurance expenses as well as the cost of maintaining equipment; and

WHEREAS, this practice undermines those businesses that play by the rules, threatening labor standards and the survival of union companies; and

WHEREAS, misclassification of independent contractors is a major problem in traditional Teamster industries, as well as a phenomenon across the economy; and

WHEREAS, the public also has to pick up the burden imposed by irresponsible employers who misclassify workers as independent contractors. When the workers get hurt on the job or laid off they turn to state funds that the employers have not paid into; and

WHEREAS, workers have started to fight back against some companies that abuse independent contractor status, especially at FedEx Ground where drivers in more than 20 states have filed class-action lawsuits challenging their classification as independent contractors; and

WHEREAS, forward-thinking state agencies have realized that cracking down on this practice is in their enlightened self-interest, but far more states need to follow the same path;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters, its Local Unions and Joint Councils will press state and federal agencies to conduct audits to identify employers that misclassify workers as independent contractors and then punish those businesses that abuse the system; and

BE IT FURTHER RESOLVED, that we will fight for laws in state legislatures and Congress that close the loopholes that allow employers to wrongly classify workers as independent contractors.

THE RIGHT TO ORGANIZE

WHEREAS, the freedom to form a union is a fundamental human right, recognized in the Universal Declaration of Human Rights and the National Labor Relations Act; and

WHEREAS, we live under the most anti-worker, anti-union U.S. administration since the 1920s; and

WHEREAS, management responds to nearly all organizing campaigns with vicious, anti-worker counter-campaigns, including forcing employees to attend closed-door meetings in 92 percent of campaigns, requiring supervisors to attend anti-union training sessions in 80 percent of instances, and illegally firing workers for wanting to join a union in 25 percent of campaigns; and

WHEREAS, the NLRA—which was meant to provide an even playing field—is broken and doesn't protect workers' rights, often leading to years of administrative delays; and

WHEREAS, there is currently a political agenda to prevent workers from organizing through card check recognition, thereby denying workers the right to freely choose union representation; and

WHEREAS, the only rights that Teamsters and other working people have are the ones that we fight for;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its locals and affiliates rededicate ourselves to the fight for the right to organize; and

BE IT FURTHER RESOLVED, that local unions and negotiating teams should adopt new strategies in the face of hostility from management and pressure companies to sign neutrality and alternative recognition process agreements; and

BE IT FURTHER RESOLVED, that Teamsters make every effort to include organizing rights language (card check, neutrality, and other forms of alternative recognition) in all contracts; and

BE IT FURTHER RESOLVED, the IBT will mobilize economic and political resources to insure that workers are afforded the free choice to choose union representation through card check recognition; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its locals and joint councils should demand that politicians seeking our support sign on to the Employee Free Choice Act now before Congress.

SCHOOL BUS CAMPAIGN

WHEREAS, the school bus industry has dramatically changed in recent decades, transforming from an industry characterized by public sector employers that provided decent pay and benefits to one dominated by major multi-national corporations; and

WHEREAS, three big companies – Laidlaw, First Student, and Durham – are the three largest employers; and

WHEREAS, the privatization has hurt school bus drivers who are now paid between \$9 and \$15 an hour, have no retirement security and often receive no paid sick days; and

WHEREAS, school children have also suffered from this change, as chronically short staffing in the industry has led to longer and longer bus routes to school and minimal safety standards; and

WHEREAS, the problem is not one of small profits that can't be passed onto workers, as the private school bus industry is valued at \$4 billion, is growing by seven percent a year and employs 145,000 workers; and

WHEREAS, for the past ten years the Teamsters have organized workers at the three big school bus companies, bringing 3,000 new workers into the union; and

WHEREAS, a campaign to organize the 55,000 unorganized workers at the three large companies requires innovative tactics, dealing with these companies globally as opposed to through the NLRB bottleneck; and

WHEREAS, no single union has enough resources to organize this industry on its own; and

WHEREAS, the Teamsters and its partner in the campaign – the Service Employees International Union – have forged strong relationships with the Transport & General Workers Union in the U.K., where Durham and First Student are based;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters adopt the school bus industry as a major priority for organizing; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters recognizes that the traditional NLRB route is not going to bring these

companies to the table, and that we instead need to use all economic, political, community and other pressure to drive up standards for school children, their families, communities, and workers; and

FINALLY, BE IT RESOLVED, that because the large employers are global corporations, the Teamsters will work with its partner unions in the U.K.

TRADE

WHEREAS, the purpose of trade policies should be to lift up workers everywhere; and

WHEREAS, we know from recent history that trade agreements can benefit workers, as occurred with the U.S.-Jordan Free Trade Agreement that allowed labor standards to be taken to dispute resolution; and

WHEREAS, unfortunately Jordan was the exception instead of the rule, with trade agreement after trade agreement failing to include meaningful labor protections and instead serving the interests of multi-national corporations; and

WHEREAS, the North American Free Trade Agreement set a devastating blueprint for future trade agreements by contributing to: rising income inequality, suppressed real wages, weakened workers' collective bargaining power, the loss of one million U.S. manufacturing jobs, a tenfold increase in our trade deficit with Canada and Mexico to \$95 billion; and

WHEREAS, NAFTA restricts the ability of governments to regulate services and protect public safety and health; and

WHEREAS, the fact that half of Mexico's workforce still earns less than \$8 a day and that 1.5 million Mexican farmers lost their livelihood as a result of NAFTA only proves that Mexico has not benefited from NAFTA either; and

WHEREAS, the Bush administration and Congress should be denounced for passing the Central American Free Trade Agreement, which was modeled after NAFTA and paved the way for greater trade deficits and manufacturing job losses while failing to include basic workplace protections; and

WHEREAS, Guatemala and Costa Rica actively weakened their countries' labor standards in order to gain a competitive trade advantage under CAFTA; and

WHEREAS, since Permanent Normal Trade Relations were established with Beijing the U.S. trade deficit with China has increased by more than 45 percent, to more than \$200 billion; and

WHEREAS, China shamefully manipulates its currency to gain an unfair trade advantage; and

WHEREAS, Human Rights Watch has found that Chinese workers lack the right to form independent unions, have inadequate healthcare and wages, do not enjoy basic safety protections, and are punished for protesting inadequate pay and working conditions; and

WHEREAS, the World Trade Organization's Doha Rounds include discussion of dangerous rules that could undermine federal or state regulations, threaten the few trade remedy laws that benefit impacted workers and businesses, and create a guest worker program. Fortunately, talks have stalled; and

WHEREAS, the Bush administration should be blocked from implementing the proposed free trade agreements with Andean countries, Peru, Bahrain, Oman, and the United Arab Emirates;

NOW, THEREFORE, BE IT RESOLVED, that Congress must alleviate the detrimental impact China is having on our economy by making sure that China stops manipulating its currency and follows international labor standards; and

BE IT FURTHER RESOLVED, that this country support fair trade instead of free trade by ensuring that partners' labor laws meet ILO core standards, including: freedom of association, the right to organize and to bargain collectively, freedom from child labor, forced labor, and discrimination

TRANSPORTATION SAFETY

WHEREAS, the Teamsters Union represents hundreds of thousands of workers in the transportation industry who earn their living driving on our nation's highways, traveling its rail lines, flying on airplanes, and working at our seaports; and

WHEREAS, these transportation workers do not perform their duties in a traditional workplace environment such as a manufacturing plant or factory floor but deserve a safe and healthy work environment; and

WHEREAS, fatigue remains a problem in all modes of transportation, from flight and duty time restrictions in the airline industry for pilots and flight attendants to hours-of-service regulations for truck drivers and locomotive engineers; and

WHEREAS, these regulations are under attack in Congress by corporation lobbyists like Wal-Mart, who attempted to pass legislation to increase the on-duty time for truck drivers; and

WHEREAS, the Teamsters Rail Division conducted a Safe Rails/Secure America Survey and published a report citing the safety and security dangers prevalent in the railroad industry such as the use of remote control, track safety and worker training, unattended hazmat rail cars and running locomotives, and lack of inspections of tracks, bridges and tunnels for both safety and security threats; and

WHEREAS, the railroads have been lax in initiating safety and security measures unless mandated by the Federal Railroad Administration; and

WHEREAS, one-hundred percent cargo screening has not been achieved in either the airline industry or in the ports, and passenger screening remains a problem in the rail industry and these conditions have left our transportation facilities vulnerable to terrorist threats and compromise worker safety; and

WHEREAS, globalization and corporate interests, in chasing cheap labor costs, has caused the expansion of foreign repair stations for commercial aircraft, where foreign workers do not undergo criminal history record checks or drug and alcohol testing as U.S. airline workers do; and

WHEREAS, these practices have led to serious questions about the quality of repairs and the ultimate safety of aircraft repaired at foreign repair stations; and

WHEREAS, the Transportation Safety Administration rolled back restrictions on prohibited items that can be carried onboard an aircraft, including scissors, screwdrivers, and other tools; and

WHEREAS, this practice threatens the safety of airline workers and passengers; and

WHEREAS, construction, maintenance, and other highway workers, including toll collectors, are exposed to dangers from speeding and reckless motorists; and

WHEREAS, most trucking firms, railroads, and airlines offer video tapes to workers in order to meet safety training requirements; and

WHEREAS, these training tapes do not offer the same level of comprehension to workers as hands-on training techniques do;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters Union will call upon the President and the Congress to re-examine policies that jeopardize the safety of transportation workers and will lobby to enact legislation that provides for a safe work environment; and

BE IT FURTHER RESOLVED, that the Teamsters Union will call upon its rank and file members, stewards, business agents, and officers to redouble their efforts to promote safety in the transportation industry workplace.

UNIVERSAL NATIONAL HEALTHCARE

WHEREAS, the International Brotherhood of Teamsters has historically been in the forefront on health care issues and continues to be so today; and

WHEREAS, the number of uninsured Americans has climbed to nearly 50 million due mainly to irresponsible nonunion employers that refuse to cover their employees; and

WHEREAS, taxpayers are forced to pick up the burden imposed by irresponsible employers when their employees turn to public health insurance programs; and

WHEREAS, healthcare prices are rising at a rate of almost three times of overall general inflation, and healthcare spending is soaring at close to double digit percent increases per year; and

WHEREAS, uninsured Americans are more likely to forego regular care, thus suffering from preventable illnesses and turning to hospitals for the most expensive emergency treatments; and

WHEREAS, health care quality remains poor, with as many as 100,000 preventable deaths per year and billions of dollars in wasteful medical procedures; and

WHEREAS, anti-worker congressional leaders are seeking to threaten the safety net of employer-sponsored health insurance by eliminating tax advantages for offering group coverage;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters support national healthcare legislation that ensures every American has access to affordable and quality health care wherein the employer-based health care system is preserved; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters encourages all affiliated health plans and local unions to support these legislative efforts.

UPS

WHEREAS, United Parcel Service (UPS) is the largest single employer of Teamsters; and

WHEREAS, UPS' revenues increased by 16.4 percent last year, to \$42.5 billion, while its package volume grew by 3.1 percent, to 13.2 million; and

WHEREAS, the added wealth enjoyed by UPS management and investors was created by Teamsters workers; and

WHEREAS, UPS is trying to undermine retirement security through lobbying efforts on Capitol Hill; and

WHEREAS, a recent statistical poll of UPS Teamsters shows that they have major concerns about healthcare and retirement security; and

WHEREAS, the Teamsters and UPS remain far apart in finding a permanent fix to pension security; and

WHEREAS, the statistical poll found that UPS Teamsters believe that it is a good idea for the Teamsters to pressure UPS into early negotiations to deal with healthcare and pensions by a margin of more than 3 to 1; and

WHEREAS, the UPS negotiating committee unanimously decided it would consider early negotiations;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters will build on the successful 2002 member-to-member contract campaign in its 2008 negotiations by effectively educating, mobilizing, and uniting all UPS Teamsters; and

BE IT FURTHER RESOLVED, that Teamsters members who participated in the poll support pressuring UPS to enter into early negotiations to fight for healthcare and pensions while remaining protected by the current contract.

WAL-MART DISTRIBUTION CENTERS

WHEREAS, Wal-Mart is a dominant company in the grocery and general warehouse distribution industry; and

WHEREAS, Wal-Mart is currently operating more than one hundred distribution centers throughout the United States and is adding more every year; and

WHEREAS, Wal-Mart's growth has been at the expense of its own workforce through the company's low wage and benefit structure; and it is the Wal-Mart workers who through their hard work have made the company the economic success that it is, while being paid a sub-standard wage far below the economic package paid to Teamster members doing the same work in Union companies; and

WHEREAS, the International Brotherhood of Teamsters has already expended resources including assigning Warehouse Division Representatives to probe each of the one hundred Wal-Mart distribution centers and to work with the local unions in those areas as well as local community, religious, and other labor organizations; and

WHEREAS, the IBT recognizes that Wal-Mart's anti-union, anti-worker policies, as evidenced by their eliminating all the meat cutters throughout the chain when a few workers organized in Texas, and their closing of a store in Quebec when those workers organized, that a traditional organizing model is not appropriate in this case;

NOW, THEREFORE, BE IT RESOLVED, that the IBT will continue its work to lay the foundation to organize the Wal-Mart distribution centers using a non NLRB strategy; and

BE IT FURTHER RESOLVED, that the IBT and the Warehouse Division will continue its work with the Local Unions and Joint Councils in those areas where Wal-Mart distribution centers are currently located or will locate at a future date; and

FINALLY, BE IT RESOLVED, that the IBT will continue to work with other community, national, and labor organizations including Wal-Mart Watch and Wake Up Wal-Mart, who share our common goal of bringing social and economic justice to Wal-Mart workers through collective bargaining.

WASTE ORGANIZING

WHEREAS, the private waste collection industry has become increasingly consolidated, with three large companies – Waste Management, Allied Waste/BFI, and Republic Services – accounting for 40 percent of the sanitation workforce; and

WHEREAS, the Teamsters represent 30,000 of the 200,000 workers in this industry, or 15 percent; and

WHEREAS, waste collection is one of the most dangerous occupations in America, and that 78 waste workers died on the job in 2004 in the U.S.; and

WHEREAS, waste employees face everyday hazards that include breathing in toxic chemicals, dust, and diesel fumes, being subjected to hazardous traffic and being exposed to needle sticks and disease; and

WHEREAS, the relentless drive by employers in some communities to extend the working day with mandatory overtime makes the industry even less safe; and

WHEREAS, the pay structure of the industry is increasingly moving toward pay per load or other means of avoiding hourly wages, so that some employees are forced to work exhausting 12 hour days, six days a week, in order to make a decent living; and

WHEREAS, waste employers in some communities have not made a sufficient commitment to maintaining the safety of their trucks and equipment; and

WHEREAS, both communities and workers will benefit from safer trucks and rested workers; and

WHEREAS, sanitation workers perform a vital public service, as they work to keep our neighborhoods clean and free of hazards and disease; and

WHEREAS, waste companies' decisions to locate transfer stations in poor neighborhoods has a negative effect on the quality of life in those neighborhoods; and

WHEREAS, landfill decisions can impact the health of entire regions; and

WHEREAS, in regional markets that are highly organized, workers earn significantly better wages and have won improved safety and working conditions; and

WHEREAS, the Teamsters have made important gains in organizing waste workers, such as campaigns in the Southeast U.S. that organized over 800 sanitation workers in spite of very hard-fought campaigns in which employers fired, harassed, and intimidated workers; and

WHEREAS, in some communities the large trash companies have opposed unionization and in some instances have shown themselves willing to fight unionization through every means at their disposal including using high priced union-busting lawfirms, committing unfair labor practices, harassing, intimidating, and otherwise unfairly interfering with workers' decision to unionize, and in some cases refusing to bargain in good faith to reach contracts in a reasonable time; and

WHEREAS, the struggle for decent wages and conditions by waste workers is a struggle for social justice that requires the mobilization of Teamster members and locals, a commitment of resources at all levels, and hundreds of member organizers;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters are committed to a continent-wide organizing campaign and will work toward establishment of high standards for wages, working hours and conditions, health, and safety for the entire industry throughout North America; and

BE IT FURTHER RESOLVED, that the Teamsters recognize that the most effective way of organizing the private waste industry is through coordinated strategic campaigns to unionize entire local and regional markets, thus taking wages out of competition; and

BE IT FURTHER RESOLVED, that the Teamsters will explore the development of a solid waste division to coordinate the servicing and bargaining on behalf of Teamster members working in the private waste industry, and strengthen the efforts to organize the unorganized in the waste industry; and

BE IT FURTHER RESOLVED, that we establish a goal of building sufficient density in the industry to win a national master waste agreement with the major waste companies; and

FINALLY, BE IT RESOLVED, that the Teamsters will seek to forge alliances with community activists and other citizens concerned about public health and safety and workers rights, to the benefit of all parties.